

# MONTHLY BULLETIN

## PENNSYLVANIA DEPARTMENT OF WELFARE

Vol. II, No. 4

HARRISBURG, PA.

AUGUST, 1933

### WHY TRANSPLANT CHILDREN?

By Mary S. Labaree, Chief Division of Family and Child Welfare

"PLEASE, mister, can you spare a dime?" The plea came from an urchin who looked in need of a bath, and a square meal. The Good Samaritan to whom he appealed knew that a dime would not go far towards meeting the apparent needs of the young beggar and he determined to investigate.

His interest in the child took him several times to the home where Harry's sick father, a nagging and slovenly mother, and two indifferent brothers made an unhappy family. The Good Samaritan's appeals to the parents to keep Harry off the streets were met half-heartedly; they had "licked" him so often for begging and staying out nights that they had lost interest. Other troubles worried them more. The Good Samaritan, discouraged, saw no hope for Harry unless he was removed from his family. At this point he referred the boy to the children's society in his county which employed workers trained to deal with the problems of underprivileged children.

It was to him a simple matter:—send Harry away to an institution to be reformed and all would be well.

To his surprise and disapproval the worker did not accept his diagnosis of the situation and Harry's immediate need. Wise in child welfare she knew that a social problem is never an isolated one and that transplanting a child is a delicate process and a last resort. Wise also in the knowledge of resources for situations like this the social worker dug down below the surface of the family's and Harry's needs.

She found an interested relative willing and able to take the father into his home where he could build up his health according to the doctor's directions for diet and rest. The mother, who had been struggling to make ends meet on the older boys' meager earnings, was given part-time work near home. The child guidance clinic found that Harry was dull but not feeble-minded. Backward in school, less bright than his brothers, he suffered from a feeling of not being wanted at home. The mother's anxiety, her nagging and scolding, the father's discouragement, and the brothers' scorn of his "dumbness" had driven Harry to the streets. Begging and pilfering brought him enough to buy the approval of the boys in his crowd and he stayed where he counted for something.

The children's worker succeeded in convincing the Good Samaritan that Harry's reclamation could only be accomplished by helping him to find his own niche in his home and by securing his family's cooperation. Harry joined a hobby class in a boys' club where his ability to do things with his hands gave him prestige and recogni-

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### THE PROFESSION OF SOCIAL WORK

SOCIAL work has ceased to be a "cause" defended by impassioned pleaders and emotional arguments. It has been accepted as one of our customs, a reasonable function of democratic community life. In the process it has expanded its services to include all classes. The visiting teacher, following some hard-to-manage child home from classes, finds herself in well-to-do as well as tenement houses. Advice in caring for a delinquent boy, in finding a baby to adopt, in protecting a feeble-minded little girl must be sought by rich and poor alike.

The work of the Department of Welfare and of other welfare organizations includes numerous types of service. They have one common purpose—helping human beings who are in trouble to adjust to the complex demands of our social life.

We are faced with a conflict of forces. As a nation, we are the offspring of pioneers—extreme individualists. We still love to boast that nothing may interfere with our precious individualism. Yet we have built ourselves into a vastly intricate machine. High speed industry, transportation and communication bind us into a close-knit social life which demands emergency measures of regulation. So close together do we live that it is increasingly difficult to avoid stepping on our neighbors' toes.

Modern social work is a product of our individualism. It recognizes the personality of the handicapped men, women and children with whom it deals and their right to be treated, not as masses of paupers, lunatics and orphans, but as individuals. It meets its problems by adding to the old spirit of neighborliness the methods and discoveries of modern applied science.

Social work today is accepted as a profession. Like law, social work is concerned with problems of human behavior and relations. The report on "Recent Social Trends" singles out "individualized treatment in various types of social work—case work" as the most important development in this field in the last quarter century.

The trained social worker looks ahead and tries to prevent and construct rather than merely to patch up. A homely simile has been used to illustrate the difference. An ambulance at the foot of a cliff represents the old philanthropy, while building a fence at the top of the cliff to keep people from falling over represents the new preventive point of view.

Other principles which the social worker has developed are: recognition of the family as the basic social unit and efforts to preserve it rather than scattering members of a family through various institutions; the use of psychiatry to understand why some people are misfits; co-ordination of agencies to prevent over-lapping and dupli-

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ALICE F. LIVERIGHT ..... *Secretary of Welfare*  
GERTRUDE MARVIN WILLIAMS ..... *Editor*  
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## EDITORIAL

By Alice F. Liveright, Secretary of Welfare

**S**OCIAL work is out in the open. It is everybody's business. There is so much to do and there are so few people to do it. The professional social worker curiously enough is under fire along with all welfare standards.

It is not fair to generalize but my opinion is that there has been a distinct failure somewhere in interpreting the professional status of the social worker. Is this because of the large influx of volunteers who shoulder to shoulder with the professional worker are tackling the relief situation, who believe themselves qualified to do the job and, therefore, minimize the qualifications of the trained worker?

There is no need for this antagonism. School is no substitute for the home. A professional child's nurse is no substitute for a mother. We need them both. So too we need the services of professional social workers, as well as volunteer social workers. But they must play the game together, and let me assure you it is a great game.

The problems of human relationships—the basis of social work—appeal to all. The social worker is not hard boiled. Sympathetic service is not limited to the volunteer. Social worker and volunteer are one and the same person. The ex-nurse, the ex-teacher, the ex-social worker becomes the volunteer in the community. The lay person of today becomes the professional social worker of tomorrow, all with the same traditions of family life, community participations and civic and social responsibility. Let us cease to create any false line of demarcation.

A qualified social worker regards the citizens of her community as the essential factors in her work. So too the thoughtful board or committee member, the volunteer in the ranks, looks to the professional worker for the leadership he can offer. Study the community where such cooperation exists. There are many such in Pennsylvania—they increase!

R. Bruce Dunlap, Department Agriculturist who has ably directed the splendid institutional farm program, has been named Director of the Bureau of Institutional Management, created recently in reorganization of the Department of Welfare. Expenditures of the State institutions approximate \$19,000,000 during a biennium. Mr. Dunlap and his bureau assistants will aid in developing the most economical use of this vast sum. We congratulate Mr. Dunlap on his new appointment.

## WHY TRANSPLANT CHILD

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tion. His mother, partially relieved of her anxieties, was brought to understand Harry's necessity to succeed at something even though it might not be at fractions in school!—that he needed too to feel wanted, accepted by the family group. Gradually the older boys' disapproval disappeared as Harry showed that he was good for something. Self-respect, a new atmosphere at home, and a sense of achievement slowly changed Harry's whole attitude towards life.

There are many boys and girls like Harry in Pennsylvania. Too few have had the advantage of skilled diagnosis of their need or the individual treatment required. Nearly 50,000 of these Pennsylvania children are away from their own homes in institutions or foster homes. Many of these breaks in family life were made without sufficient effort to find other ways of solving their problems.

Finding the real needs under the apparent need is the job of the professional social worker. Common sense, tact and good judgment are of course necessary for solving social problems as they are in medicine, teaching or any other profession dealing with human beings. But common sense is not enough. It takes special skill, acquired through training and practice to understand the causes of human behavior and to use wisely all the community resources for the treatment of personal and family difficulties. Anyone can break the twisted threads of human relationships, but it is not so easy to reknit them successfully.

Transplanting children from their own homes to an institution or a foster home has been the all-too-easy method of "solving" children's problems for generations. We know now, however, that only one-third or one-fourth of the children for whom applications for care away from their own families are made, really need be so removed if trained service is available to recognize their real problems and to treat them wisely.

A child's life, like that of a young tree is a continuous growth. If it be bent by a hurricane, or transplanted by unskilled hands, the marks and scars remain for life. Fortunately, there is throughout the State an increasing appreciation of this situation. Each year children's homes are adding qualified field workers to their staffs, realizing that they are as important for an institution as superintendents and cooks. Trustees of children's societies are increasingly aware of the delicate task they have undertaken and of the need for the employment of skilled workers. Public welfare officials are recognizing their need of help in children's cases and sometimes employ their own social workers or more often rely for assistance on private children's aid societies with professional staffs.

There are, however, many other children in Pennsylvania in need of help who have never been reached by any social worker. These children with their difficulties unrecognized by home, school, or community will be Pennsylvania's future tramps, criminals, failures—the State's square pegs in round holes. The Good Samaritans of every community should be on the lookout for them. With the concern and intelligent interest of these socially minded citizens plus the devoted skill of the professionally qualified social worker more "Harrys" will be transformed from problems to assets.



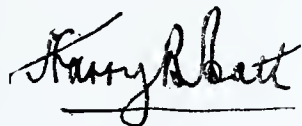
# PENNSYLVANIANS APPRAISE SOCIAL WORK AN ESSENTIAL SERVICE

**P**UBLIC welfare work is an essential service of the modern democratic state. We no longer tolerate the filth which caused the nation-wide plagues and epidemics of earlier centuries. We believe in compulsory education for all citizens. No one today would venture to question the state's responsibility for public health and for public education, and we demand that these services shall be administered by experts.

Similarly, we are committed to state provision for the handicapped. We classify them as dependents, defectives and delinquents. Social workers have established professional standards for caring for these unfortunates. It requires training and experience to apply and maintain these standards.

The investigation of all state departments made by the Legislative Committee on State Finances and submitted to the General Assembly last March showed that the Department of Welfare maintained high standards of administration and supervision. To do this it depends on the knowledge and skill of trained workers. The Committee's report commented with regard to the Department's work that curtailing of its "absolutely essential services" would cause "serious social consequences;" and again, "that the administrative costs of the department as a whole are relatively small, and very reasonable when considered in comparison with the volume of funds expended and supervised."

Every county is today confronted with grave problems in caring for its handicapped groups. From the view point of humanity as well as of economy for the tax payer, they can not afford to neglect the services of trained and qualified leadership.



*President Pro Tempore of the Senate.*

## NEW TACTICS

**O**UR generation has witnessed a revolution in business technique. Scientific planning by experts has replaced old fashioned rule of thumb methods. Similarly the administration of modern social work demands more than the scattering and impulsive charity of our grandfather's day. The trained social worker undertakes to apply to welfare work the same tests that have revolutionized business.

What is the best means of meeting a problem—the most efficient—most economical? What is the cause of a condition? How can we prevent the repetition of a situation? These are some of the questions that welfare workers are asking. I believe that they are finding answers to these questions and are progressively working out a more enlightened and adequate program of social welfare. Their response to the emergencies of the depression has been an impressive demonstration of the value of the trained social worker.



*Chairman of the Board, Sears, Roebuck and Co.*

## OUNCE OF PREVENTION

**T**HE trained nurse has succeeded the friendly neighbor of past generations. The normal school and college graduate teacher takes the place of the gentlewoman in reduced circumstances who opened a dame school in her parlor. Similarly, the trained social worker supplants the casual and unsystematic charity of other days.

Until the turn of the century, private charity was content to relieve acute distress. There was little effort to find the causes of destitution and to prevent them. Social workers today try to do more than relieve an emergency. What they call case work is an effort to discover the causes of failure and destitution. They try to help each individual applying for help to overcome his handicaps and to make a better adjustment to life. This requires not only "a kind heart," but special training in various techniques that deal with the manifold forms of human misery. Volunteers can help, but they need the supervision and direction of experts.

This new approach holds promise for the future and is more consistent with the spirit of American democracy. The old fashioned method was a perpetual bailing out of a leaky boat. The modern method undertakes to beach the boat, find the hole and caulk it. But we are dealing with human lives and not with boats. Such work requires training and skill.



*Chairman, Dauphin County Emergency Relief Board.*

## THE CASE FOR TRAINING

**I**T might be accepted without much debate that the administration of American public affairs would be improved by the existence of a body of public servants devoted to their work as a doctor to his practice. When public servants are engaged in the administration of public relief to thousands of unemployed the demand that the job be well done can not be made too strong. It is obvious that in order to choose the people to do this work accurately, patiently, honestly and expertly there must be some basis of selection. The endorsement of candidates by friends and acquaintances would not insure a wise choice; the need of the candidate himself for employment is not enough to create ability nor even to make sure that he will be sympathetic with others.

Training in the administration of relief is a sound basis for selection. The pity is that there are not enough trained people yet available, and we must take the next best substitute, a well educated person with special ability.

The trained person saves money. As a rule it may be said that the community with the untrained person spends more money than the community which has committed itself to the idea of training. Regardless, however, of the amount of money expended, the community served by trained workers always receives more value dollar for dollar for its expenditures.



*Chairman, Allegheny County Emergency Relief Board and of the American Red Cross of Allegheny County.*



## TRAINING FOR SOCIAL WORK IN PA.

THE Pennsylvania School for Social Work, Mr. Kenneth L. M. Pray, Dean, will enter on its 26th year this autumn. It is housed in the Social Service Building at 311 South Juniper Street, Philadelphia, giving the students the advantage of frequent association and easy cooperation with the workers in these agencies.

It offers a two year course of post-graduate study, with its curriculum organized around three major fields of interest: personality development; health and hygiene; and community problems. Among the specialized branches of social work offered are: psychiatric social work, medical-social work, school counseling, family social work, social case work with children, probation and parole.

Special courses in social work are offered by several of the State universities and colleges. The Carnegie Institute of Technology, Pittsburgh, Director, Mrs. Mary C. Burnett, has a separate Department of Social Work offering courses in social case work, in recreation and community work, and social statistics. Ample opportunities for field work are available through cooperation with Pittsburgh social agencies.

At Bryn Mawr College, the Carola Woerishoffer Graduate Department of Social Economy and Social Research specializes in post-graduate work. Its courses are listed under the following divisions: 1, social case work in the family, child welfare and in social guardianship; 2, community organization; 3, industrial relations; 4, social and

industrial research. The instruction includes seminars dealing with the theories of social relationships and other seminars giving special techniques and accompanied by supervised field practice.

The University of Pittsburgh offers numerous courses for graduate students in the Department of Sociology and Social Work in addition to undergraduate work.

The William T. Carter Foundation, established in 1924, created a Chair of Child-Helping at the University of Pennsylvania which is filled by Professor Karl de Schweinitz. The University also offers in the Wharton School's Department of Sociology graduate and undergraduate courses and seminars which deal with the problems of the social worker.

Pennsylvania State College is this year trying an interesting experiment planned especially for the benefit of rural workers. The College is offering a summer session on Unemployment Relief in cooperation with the State Emergency Relief Board, the Department of Welfare and the Public Charities Association. Given on a graduate basis, the course provides organized field work. Lecturers who are leaders in their various lines are drawn from all over the state. It is an encouraging sign that before the course was half over, the students were already being sought by a number of rural counties in preparation for the coming winter's work in the field of unemployment relief.

## THE PROFESSION OF SOCIAL WORK

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cation; development of group activities as a means of expression for the individual.

In 1930 for the first time, the Bureau of the Census enumerated social workers as a separate professional group. Of the 30,000 paid professional workers, women outnumber men four to one. Over half of them are found in six states: Pennsylvania, New York, Massachusetts, Ohio, Illinois and California. They have increased 65 per cent in the last decade.

Formal organization of social workers goes back to 1865 when the American Social Science Association was organized. A few years later, the first national conference met, a body which held its 60th annual meeting in Detroit this summer. In Pennsylvania we have not only the annual state conference in the spring, but also a biennial All-Philadelphia conference.

This summer the chief professional body, the American Association of Social Workers, passed another milestone in its conscious effort to strengthen its professional status by raising requirements for membership in the Association. This organization is now 12 years old and has over 6,000 members, registered in 43 local chapters. In future all members must have had at least two years in an approved college and five years of general training. This must include specified hours in the social and biological sciences, social work courses, supervised field work and training in agencies of recognized standing.

Professional schools of social work have steadily raised their standards both for admission and for their own curricula. The Association of Schools of Professional Work was organized in 1919. It numbers 28 member schools, most of which are branches of leading universities and colleges, or have some university connection.

Publications and research are another mark of serious interest in this type of work. The most complete collection of social welfare literature in the country is in the Russell Sage Library in New York City. It num-

bers 32,000 bound and over 100,000 unbound volumes and has quadrupled in size in the last 15 years.

Periodicals are an index of living interest. Twenty-five periodicals with a national circulation are devoted to welfare subjects.

The quality of research undertaken indicates growth of a scientific attitude toward the subject. Valuable studies have been financed by the various Foundations. One of the most important to social workers has been a "Job Analysis Series." It made a technical analysis of their jobs, thereby establishing standards of method and usage. The progressive sociologists of our universities take an increasing interest in welfare work. They realize that the experience of the field worker supplies an invaluable laboratory for many of the problems of society.

In the matter of salaries, social workers rank approximately in a class with elementary school teachers. Median annual salaries of social workers in cities excluding New York of over 100,000 population in the year 1925 were: for social work staff positions \$1,517, elementary school teachers, \$1,844, (study by Ralph G. Hurlin for Russell Sage Foundation.)

Both to protect the public and for the sake of their own professional standards, social workers in several states are attempting to secure a system of registration. They want the state to issue certificates similar to those granted to doctors, nurses, lawyers and other professional workers. A bill providing for such a system was introduced and defeated in California in 1929. That state is now working on a plan of voluntary registration. Both New York and Chicago have also made efforts in this direction.

The value of this group's approach to community problems was recently given official recognition in President Roosevelt's appointment of a leading social worker, Harry Hopkins, as Federal Relief Administrator in the present emergency. Associated with Mr. Hopkins are a group of men who have made notable contributions in the field of social service throughout the country.